**HB 1413 Points - PAYCHECK AND ANTI-BARGAINING BILL (prepared by Otto Fajen)**

SS#2/SCS/HB 1413 (Taylor) contains paycheck and anti-bargaining provisions and will impose significant burdens on the advocacy and representation work of the Association in the future.

HB 1413 is a comprehensive attack on public sector unions in Missouri and is similar to public sector labor bills enacted recently in Wisconsin and several other states. The bill covers most public employees, including school employees. The bill exempts certain labor organizations representing police, firefighters and certain other emergency personnel.

The **paycheck** portion requires annual written authorization for payroll deduction of dues and annual written authorization for any dues money deducted for any political purpose, including ballot issues.

The **reporting** portion is very detailed, comprehensive, burdensome and goes far beyond what is required of private sector unions. There are two separate requirements in the bill. One part of the bill requires public unions to do financial reporting of the same kind required under federal regulations for private sector unions. The second portion requires even more detailed and comprehensive financial reporting and has no exemption or simplified form for smaller local organizations. MNEA and each local must file these lengthy and burdensome reports each year.

The **elections** portion requires recertification for existing unions that are recognized as exclusive representative within the first year (or two years for units with a long-term agreement in place) and every three years thereafter for all unions. Recertification will require a majority of the entire unit, not those actually voting in the election. This represents a more stringent election requirement than applies to the elected officials who enacted this provision.

The **negotiations** portion prohibits paid work time, such as release time, for bargaining. The bill has several time requirements for bargaining. It also allows the governing body to approve part of a contract while vetoing other parts.

**Bargained agreements** must preclude use of paid work time for bargaining. The governing body may unilaterally change economic terms of an agreement in the case of a budget shortfall.

Missouri NEA fought against HB 1413 throughout the session. The Association was able to make a few helpful changes to the bill, including maintaining the ability for release time to be used for non-bargaining activities. However, the final bill contains many harmful provisions that will interfere with employee participation in unions and local control of public sector bargaining.